

201—51.9(356,356A) Minimum standards for facility personnel.

51.9(1) *Requirements for employment.* No person shall be recruited, selected or appointed to serve as a holding facility administrator unless the person:

- a.* Is 18 years of age or older.
- b.* Is able to read and write in English.
- c.* Is of good moral character as determined by a thorough background investigation including a fingerprint search conducted of local, state and national fingerprint files.
- d.* Is not by reason of conscience or belief opposed to the use of force, when appropriate or necessary to fulfill the person's duties.
- e.* Has the ability to perform the essential elements of the position as defined in the department job specification.
- f.* Is an appropriate candidate for employment as demonstrated by qualified psychological screening.

51.9(2) *Minimum standard for retention.* No employee who has demonstrated inappropriate action beyond a reasonable degree, who is not psychologically fit for facility employment, or who has repeatedly failed to observe these rules shall be retained.

51.9(3) *Conflict of interest.* No person working in a facility shall transact any business with any detainee, nor shall any person working in a facility arrange through another party any business transaction with a detainee. The facility shall have a written code of ethics that shall be provided to all employees. At a minimum, the code shall:

- a.* Prohibit staff from using their official positions to secure privileges for themselves or others.
- b.* Prohibit staff from engaging in activities that constitute a conflict of interest.